



Employee and Legal Services

Edmonton

Council Presentation September 17, 2025 - ELS03208

EPSSOA Tentative Agreement Ratification

Denis Jubinville
Acting Chief People Officer

Michelle Dorval
Branch Manager, Corporate HR Programs and Services

Tentative Edmonton Police Service Senior Officers' Association Agreement

- EPSSOA voted in favor of accepting the tentative agreement reached:
 - 4 year term:
 - 2024: 3.50%
 - 2025: 3.75%
 - 2026: 3.30%
 - 2027: 3.75%

EPSSOA Agreement (Continued)

Other Highlights Include:

- Adding Standby Pay for Level II Commanders
- Increasing Health Care Spending Account, funded by a reduction in clothing allowance
- Aligning the EPSSOA agreement with EPA's in multiple areas
- Ensuring gender neutral language throughout

Ratification

- EPSSOA confirmed on September 12, 2025 that the majority of their members voted in favour of ratification
- Next Step: Council's ratification vote

Questions?